



THE HONORABLE SHENG THAO • MAYOR OF OAKLAND

CITY HALL • 1 FRANK H. OGAWA PLAZA • OAKLAND, CALIFORNIA 94612 • (510) 238-3141 • SThao@OaklandCA.Gov

Letter of Appointment

June 6, 2023

Dear President Bas and members of the City Council:

Pursuant to City Charter Section 601, the Mayor has appointed the following persons as members of the following board or commission, subject to City Council confirmation:

Affordable Housing & Infrastructure (Measure KK) Public Oversight Committee

Tia Hicks, to serve a three-year term beginning January 1, 2023 and ending December 31, 2025, filling the seat previously held by herself.

Ali Schwarz, to serve a three-year term beginning January 1, 2021 and ending December 31, 2023, filling the seat vacated by Gary Jimenez.

Thank you for your assistance in this matter.

Sincerely,

A handwritten signature in black ink that reads "Sheng Thao". The signature is written in a cursive, flowing style.

Mayor Sheng Thao

Profile

Ali Schwarz
First Name Middle Initial Last Name

[Redacted]
Email Address

[Redacted]
Street Address

[Redacted]
City

[Redacted]
Suite or Apt

[Redacted]
State

[Redacted]
Postal Code

Mobile: (510) [Redacted]
Primary Phone

Home: (510) [Redacted]
Alternate Phone

--None--
Employer Job Title

Which Boards would you like to apply for?

Affordable Housing & Infrastructure Bond Public Oversight Committee : Submitted

Interests & Experiences

Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

I retired from a 24+ yr. career with the City of Oakland in Oct. 2021. I spent the last 15+ years of my career with the City as a Capital Improvement Project Coordinator and a supervising Project Manager in the Projects and Grants Management Division within the Bureau of Design and Construction. I am deeply familiar with the City's CIP program and Measure KK Bond, Facilities and Parks program. In both positions I worked on the preparation of the CIP Budget and the development of the new CIP project submission and ranking system that was created in order to meet the Measure KK social equity requirements. In the last 2 years of my career with the City I prepared and presented the Measure KK-Facilities and Parks reports to the Affordable Housing & Infrastructure Bond Public Oversight Committee.

Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.

[ASchwarz_Resume_Affordable_Housing__Infrastructure_Bond_Public_Oversight_Committee_01302023](#)

Upload a Resume

Please paste the text of your resume or curriculum vitae below.

Please click the acknowledgement below.

Service on City of Oakland boards, commissions, and committees may require filings of the FPPC's Statements of Economic Interest (Form 700). Upon appointment and determination of filing status, I will comply with all filing obligations.

I Agree *

Ali Schwarz

██████████@gmail.com, ██████████, Oakland, CA 94619, [510]██████████

QUALIFICATIONS SUMMARY

Project management professional with 24+ years of experience working in the City of Oakland in positions requiring strong leadership, communication, and project management skills. Excellent in strategic and long-range planning, cost management, and contract negotiations and management. Strong fiscal and budget management skills. Effective in establishing and maintaining relationships with a broad spectrum of stakeholders. Excels at liaising between client departments and technical areas to achieve on-time and in-budget project completions. Key skills:

- Project scope development
- Budget and schedule management
- Lead Multi-disciplinary teams
- Identify and resolve problems quickly
- Meeting facilitation and consensus building
- Contract negotiations and management

EXPERIENCE HIGHLIGHTS

Project Management City of Oakland

- Strategic and long-range capital program and project planning in coordination with City departments and other public agencies
- Plan, develop funds, and coordinate activities of multiple capital projects ranging in value from \$300K to \$18M+
- Develop project scope, negotiate and manage professional services contracts
- Select and lead multidisciplinary project teams
- Develop and manage project budgets, cost controls, and project schedules
- Prepare and execute agreements for Project Delivery services with client departments and other public agencies
- Work effectively with City of Oakland client departments including Office of Parks and Recreation, Human Services, Community and Economic Development, and City Council members to articulate project goals, plan and implement capital projects
- Solve critical issues in a time-sensitive and political environment
- Prepare and present agenda reports and resolutions
- Work closely and effectively with community groups, other stakeholders, and City Council to explain and/or coordinate plans for proposed projects, solicit support and manage expectations
- Experience with current project management regulations

Personnel Supervision

- Acting Supervisor for Project & Grant Management Division, Bureau of Design & Construction, City of Oakland: Manage, assign, and supervise staff
- Acting Watershed Program Supervisor, City of Oakland: hire full-time civil servant employee, write and conduct in-person quarterly probationary performance evaluations, perform mid-year performance interviews with full-time staff. Provide training and staff development
- Hire and supervise two research assistants for evaluation of State Forest Department Joint Forest Management program in West Bengal, India
- Prepare job descriptions and work schedules

EMPLOYMENT HISTORY

Project Manager I, City of Oakland, April 2020 – October 2021

CIP Coordinator, City of Oakland, October 2006 – April, 2020

Watershed Program Specialist, City of Oakland, August 1997 – October 2006

Research Associate, Asia Forest Network, India October 1993 – September 1997

Public Relations Coordinator, SFSU, School of Creative Arts, CA October 1989 - July 1992

Arts Management Consultant, S.F. Bay Area, CA January 1989 – September 1992

EDUCATION

San Francisco State University

B.A. Arts Management, 1981- 1986

California Institute of Integral Studies

M.A. Cultural Anthropology/Social Ecology,
1992 -1995

CITY OF OAKLAND TRAINING

- Supervisory Academy
- Standardized Contracting
- Agenda Report Writing
- Oracle R12 GL and Project Reports

PROFESSIONAL TRAINING

- Project Management
- Managing Multiple Projects, Objectives
and Deadlines
- Microsoft Excel Intermediate Training

COMMUNITY SERVICE

- Volunteer in Oakland Public Schools
- Homeless shelter for women and children

REFERENCES

- Lily Soo Hoo
Retired Supervisor, Project Delivery
Division Project & Grant Management
Oakland Public Works
City of Oakland
(510) 318-0669
- Brooke A. Levin
Retired Director
Oakland Public Works Department
City of Oakland
(510) 390-4677

Profile

Tia _____ Hicks _____
 First Name Middle Initial Last Name

 Email Address

 Street Address

 City

 Suite or Apt

 State

 Postal Code

Home: (607) _____
 Primary Phone

Home: (607) _____
 Alternate Phone

Local Initiatives Support Corporation (LISC), Bay Area
 Employer

Program Officer, Housing
 Job Title

Which Boards would you like to apply for?

Affordable Housing & Infrastructure Bond Public Oversight Committee : Submitted

Interests & Experiences

Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

To Whom It May Concern: In the midst of an ongoing affordable housing and homelessness crisis in the Bay Area and across the country that is being exacerbated by the economic consequences of the ongoing COVID-19 pandemic, it is with great imperative and enthusiasm that I resubmit my application to continue to serve on the Affordable Housing and Infrastructure Bond Public Oversight Committee for the City of Oakland. My 10 years of cross-sector experience in philanthropy, academia, grassroots organizing, and the nonprofit and public sectors advancing social equity will strengthen the I-BOND Committee to effectively evaluate the impacts and outcomes of bond expenditures on the bond measure's stated goals, including social equity, anti-displacement, and affordable housing. In my current role at LISC Bay Area as a program officer supporting affordable housing capacity building programs, I manage an innovative, \$1.7 million program that invests in the capacity and community leadership of faith-based organizations to build affordable housing on their land, addressing the region's insufficient supply of affordable housing. I work to strengthen the organizational capacity of faith-based organizations by planning monthly real estate development trainings, deploying predevelopment funds, and overseeing the technical assistance support of development consultants. Moreover, I have built and maintained trusting relationships with key stakeholders including grantees, consultants, community partners, and funders. As a result of my leadership, over 300 units of affordable housing are in the pipeline for development and 11 organizations have greater confidence in their knowledge, ability to communicate with developers, and clearer sense of the value of their land and role in potential joint venture partnerships. Additionally, I served three years at The James Irvine Foundation in San Francisco as a Program Associate where I engaged in strategic grantmaking to advance college and career readiness, postsecondary completion, and better careers for low income California residents. As a result of my tenure, over \$84 Million in grants was allocated to expand economic opportunity and advance the Foundation's impact in education and workforce development; a standard due diligence process for grantmaking across the Foundation was implemented to establish consistent grantmaking practices; and the Foundation's first diversity, equity, and inclusion (DEI) staff advisory committee was created, resulting in the prioritization of DEI as a

Tia Hicks

framework to shape internal practices and external grantmaking. I have experience engaging low income communities of color and advancing racial equity in local government through my experience working for the San Francisco Mayor's Office of Housing and Community Development (MOHCD), the Oakland Department of Transportation, the Detroit City Council, the Oakland City Council, and as the Policy Director of Community Education for HOPE SF, a public-private partnership within the San Francisco Mayor's Office designed to revitalize four public housing communities. At the Oakland Department of Transportation, I specifically developed an inclusive community engagement strategy for a major street repavement project in East Oakland that sought to advance health and transportation equity by implementing Complete Streets treatments, enabling a low income community of color to benefit from biking and walking infrastructure investments. Moreover, I revised the scoring criteria for street paving that includes equity as a criteria for prioritization, resulting in over \$25 Million of the city's infrastructure bond money (Measure KK) invested in low-income neighborhoods of color. As the Policy Director of Community Education for HOPE SF, I worked in partnership with public housing residents, community leaders, affordable housing developers, and community-based organizations in the southeast sector of San Francisco as well as city and systems partners to mitigate the systemic harms that have negatively impacted the educational outcomes of HOPE SF children and youth. Due to the COVID-19 pandemic, my work focused on addressing digital equity issues in support of equitable education outcomes during distance learning for students living in public housing. My impact included over 500 laptops, 700 books, and other educational materials being distributed across HOPE SF communities as well as over 12 community-based organizations and over 50 volunteers being activated for ongoing distribution efforts; community learning hubs implemented across all four HOPE SF sites that provided in-person educational support for up to 150 youth during distance learning and school closures; a \$2.5 Million COVID-19 federal relief grant invested in HOPE SF communities for increased internet access, mental health, and tutoring for K-12 students; and \$300,000 raised for an early education program pilot for 200 children. I have an unwavering commitment to advancing racial and economic equity for low income communities of color – the communities that have been most impacted by the Bay Area's current housing and homelessness crisis - particularly in the areas of education; workforce development; transportation; arts and culture; and housing and community development. This commitment stems from my own experience growing up in a Black working class community in Oakland, California. As a result, I have bridged my passion and professional expertise to achieve social impact for my community and other historically disinvested communities. For example, I engaged in community organizing efforts around affordable housing, anti-displacement, equitable development, and cultural equity in Oakland. To stem the displacement of long-time residents due to rising rents, I worked with residents and built diverse coalitions across the city to advocate for elected officials to prioritize affordable housing on public land as well as elevate arts and culture, and cultural equity in the city budget. My organizing has led to 91 affordable housing units to be developed on city owned land, as well as \$365,000 allocated in the 2017-2019 city budget to re-establish Oakland's Arts and Culture Commission and to increase funding for cultural arts grants by 20 percent through the city's Cultural Funding Program. I believe that all of my experiences have effectively prepared me to continue to positively contribute as a Commissioner on the Affordable Housing and Infrastructure Bond Public Oversight Committee. I'm confident that I have the necessary leadership, communication, and community engagement skills to be successful in this role. Attached is my resume for your review. Thank you for your time and serious consideration. I welcome the opportunity to meet with you to discuss my qualifications for the position. Sincerely, Tia Hicks

Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.

[Tia_Hicks_Resume_December_2022.pdf](#)

Upload a Resume

Please paste the text of your resume or curriculum vitae below.

Please click the acknowledgement below.

Service on City of Oakland boards, commissions, and committees may require filings of the FPPC's Statements of Economic Interest (Form 700). Upon appointment and determination of filing status, I will comply with all filing obligations.

I Agree *

Tia Monique Hicks, MPP

Oakland, CA [REDACTED]@gmail.com | 607 [REDACTED]

EXECUTIVE SUMMARY

Tia Hicks is an Oakland native and a 10-year cross-sector housing and social equity expert that has utilized grass roots organizing and racial equity principles to advance equitable outcomes for low-income communities of color in Oakland, San Francisco, and Detroit. Her leadership experience consists of working with small teams of four to large scale institutions across education, transportation, workforce and community development as well as arts and culture. She is an alum of Cornell University and the University of Michigan. Her professional experience includes Teach For America, Oakland Unified School District, The James Irvine Foundation, Local Initiatives Support Corporation (LISC) and the municipalities of Oakland, San Francisco, and Detroit.

RELEVANT EXPERIENCE

Local Initiatives Support Corporation (LISC), Bay Area

Oakland, CA

Program Officer

2021 – Present

- Manage the Alameda County Housing Development Capacity Building Program, a \$1.7 million program funded by private and public stakeholders (San Francisco Foundation, Alameda County, and Capital One) that supports faith-based organizations to develop affordable housing on their properties.
- Invest in a pipeline of 300 affordable homes slated to be built in communities of color.
- Establish five development consultant relationships to determine programmatic milestones and predevelopment funding.
- Advance meaningful progress along the real estate development process: strong feasible development concepts, equitable joint venture partnerships, and construction.
- Design a \$1 million recoverable grant fund to increase flexible capital deployed to communities of color, which will supplement the original public-private partnership.

San Francisco Mayor's Office, HOPE SF

San Francisco, CA

Policy Director, Community Education

2019-2021

- Led the preK-12 education strategy of a team of eight for a public-private partnership between the San Francisco Mayor's Office, San Francisco Foundation, and Enterprise Community Partners to redevelop four public housing communities.
- Prevented the displacement of original residents by increasing educational investments, resulting in \$3 million to support: 500+ laptops distributed, increased internet connectivity for 1,000 students, free mental health and tutoring services for 500 students, and an early education program pilot for 200 children.
- Implemented community learning hubs across all four HOPE SF sites to provide in-person educational support for 150 youth living in public housing during distance learning and school closures due to COVID-19.
- Managed community learning hub stakeholders including the San Francisco Human Rights Commission, San Francisco Unified School District, YMCA, Boys and Girls Club, Bay Area Community Resources, and Department of Children, Youth and Families.

Taubman College of Architecture and Urban Planning, University of Michigan

Ann Arbor, MI

Research Assistant - Lead Data Analyst

2018 – 2019

- Utilized analytical tools Excel, STATA and GIS to interpret participant data for Detroit's Right of First Refusal program funded by Quicken Loans Community Investment Fund. 500 tenants at-risk of eviction purchased foreclosed homes from Wayne County Tax Foreclosure Auction.

Oakland Creative Neighborhoods Coalition (OCNC)

Oakland, CA

Lead Organizer

2017 -2019

- Supervised a collective of four community organizers to galvanize 500 artists and residents to advocate for cultural equity and equitable development. Secured \$365,000 from the 2017-2019 City of Oakland budget to re-establish Oakland's Arts and Culture Commission and increase cultural arts grants funding by 20% through the City's Cultural Funding Program.

City of Oakland Department of Transportation Development

Oakland, CA

Graduate Student Researcher

Summer 2018

- Launched the revision of the Department's scoring criteria for street paving to include social equity for prioritization, resulting in over \$25 Million of the city's infrastructure bond money invested in low-income neighborhoods of color.

East 12th Street Coalition

Oakland, CA

Housing Organizer

2015 – 2017

- Successfully advocated to stop the development of luxury housing on public land to be built in a working-class neighborhood that originally had no affordable housing units, leading to the planned development of 91 affordable homes.
- Influenced the city's adoption of a public lands policy for the prioritization of affordable housing development and created public awareness of the Surplus Lands Act, leading to the law being strengthened at the state-level.
- Awarded 2016 "Voices of Conscience" Award from PublicAdvocates.

The James Irvine Foundation

San Francisco, CA

Program Associate

2014 – 2017

- Mitigated reduction in team size from five to two team members during a three-year period to effectively distribute over \$84 million in grants to advance college and career readiness, postsecondary completion, and better careers for low-income Californians; grantee partners included Linked Learning Alliance, The Education Trust-West, Jobs for the Future (JFF), ICA/Fund Good Jobs, Center For Employment Opportunities, and Oakland Community Organizations – PICO.
- Evaluated \$25 million grant portfolio of over 20 grantees to determine alignment with emerging programmatic strategy.
- Developed, piloted, and evaluated a standard due diligence process for grantmaking across the Foundation adopted by all initiative teams, establishing consistent grantmaking practices.
- Created and led the implementation of the Foundation's first Diversity, Equity, and Inclusion (DEI) Staff Advisory Committee, resulting in the prioritization of DEI as a framework to shape internal practices and external grantmaking.

Oakland Unified School District – West Oakland Middle School – Teach For America

Oakland, CA

Teacher

2012 –2014

- Developed and implemented engaging and effective lessons for 7th and 8th grade English and History, including culturally relevant curriculum leading to increased academic engagement, positive student-teacher relationships, stronger social skills, and positive student behavior.

COMMUNITY LEADERSHIP**The Funder's Network (TFN)**

Coral Gables, FL

Fellow, Professionals Learning About Community, Equity and Sustainability

2022 –Present

- Participate in leadership development program for professionals in philanthropy to better understand issues of race, equity and inclusiveness — and to then translate those skills and knowledge into grantmaking practices.

City of Oakland

Oakland, CA

Commissioner, Affordable Housing & Infrastructure Bond Public Oversight Committee

2021 –Present

- Review and evaluate the impacts and outcomes of bond expenditures on the Measure KK bond's stated goals, including social equity, anti-displacement and affordable housing.

Urban Habitat

Oakland, CA

Fellow, Boards and Commissions Leadership Institute (BCLI)

2014 –2015

- Participated in fellowship that trains and supports leaders from low-income communities of color to influence housing, transportation, and land use policies as decision makers.

EDUCATION**University of Michigan, Gerald R. Ford School of Public Policy**

Ann Arbor, MI

Master of Public Policy

2019

- Rackham Merit Fellow: Full tuition merit-based scholarship to support underrepresented graduate students and students that have demonstrated a sustained commitment to diversity in the academic, professional, or civic realm through their work experience, volunteer engagement, or leadership of student or community organizations

Cornell University

Ithaca, NY

Bachelor of Science, Urban and Regional Studies; Bachelor of Arts, Africana Studies; Minor in Inequality Studies

2012

- Magna Cum Laude for Honors Thesis: "Revolution from the Ground Up: Black Panther Party Women and the Community Survival Programs"
- Mellon Mays Undergraduate Research Fellow: Paid research fellowship that prepares underrepresented students to enter PhD programs to address the problem of underrepresentation in the academy at the level of college and university faculties
- Quill and Dagger Senior Honor Society: Senior honor society that seeks to recognize exemplary undergraduates at Cornell University who have shown leadership, character, and dedication to service
- Dean's List

APPROVED AS TO FORM AND LEGALITY



CITY ATTORNEY'S OFFICE

OAKLAND CITY COUNCIL

RESOLUTION NO. _____ C.M.S.

INTRODUCED BY MAYOR SHENG THAO

RESOLUTION CONFIRMING THE MAYOR'S APPOINTMENTS OF TIA HICKS AND ALI SCHWARZ AS MEMBERS OF THE AFFORDABLE HOUSING AND INFRASTRUCTURE PUBLIC OVERSIGHT COMMITTEE

WHEREAS, on July 19, 2016, the City Council of the City of Oakland ("City") adopted Resolution No. 86335 C.M.S., which submitted to the November 8, 2016 statewide general election a proposed ordinance to authorize the issuance of \$600 million in general obligation bonds to fund various City infrastructure and affordable housing projects ("Measure KK"); and

WHEREAS, Oakland voters adopted Measure KK at the November 8, 2016 election; and

WHEREAS, Measure KK requires that the City Council establish a new Board or Commission or assign to an existing Board or Commission the responsibility for citizen oversight of Measure KK; and

WHEREAS, on October 20, 2020, the City Council adopted Ordinance No. 13619 C.M.S., which formally established, pursuant to Charter Section 601, the Affordable Housing & Infrastructure Public Oversight Committee ("Committee") and prescribed the functions, duties, powers and terms of its members; and

WHEREAS, pursuant to Ordinance No. 13619 C.M.S., the Committee shall be comprised of nine members that are appointed by the Mayor and confirmed by the City Council in accordance with Charter Section 601; and

WHEREAS, pursuant to Ordinance No. 13619 C.M.S., each Councilmember may nominate one Committee member to be appointed by the Mayor; and

WHEREAS, Section 601 of the City Charter provides that members of City boards and commissions shall be appointed by the Mayor subject to confirmation by the affirmative vote of five members of the City Council; and

WHEREAS, the Honorable Mayor Sheng Thao hereby appoints Tia Hicks and Ali Schwarz as members of the Committee, subject to confirmation by the City Council; now, therefore, be it

RESOLVED, that the City Council hereby confirms the Mayor’s appointments of the following individuals to the Affordable Housing & Infrastructure Public Oversight Committee as set forth below:

Tia Hicks, to serve a three-year term beginning January 1, 2023 and ending December 31, 2025, filling the seat previously held by herself.

Ali Schwarz, to serve a three-year term beginning January 1, 2021 and ending December 31, 2023, filling the seat vacated by Gary Jimenez.

IN COUNCIL, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

AYES - FIFE, GALLO, JENKINS, KALB, KAPLAN, RAMACHANDRAN, REID, AND
PRESIDENT FORTUNATO BAS

NOES –

ABSENT –

ABSTENTION –

ATTEST: _____

ASHA REED
City Clerk and Clerk of the Council of the
City of Oakland, California